

Governor's State Workforce Investment Board
Capitol Building, Helena, Montana
January 19-20, 2006

MINUTES

BOARD MEMBERS PRESENT: Chair Dan Miles, Vice- Chair Marty Copps, Evan Barrett, John Beaudry, Arlene Becker, Dave Crum, Thomas Curry, Mike DesRosier, Georgia Gibbs-Atkinson, Mike Grove, Jacquie Helt, Llew Jones, Julie Jordan, Keith Kelly, Lane Larson, Robbe Lindsay, Jody Messinger, Joan Miles, Rodney Miller, Michael O'Neill, Tony Preite, John Prinkki, Jeff Rupp, Fred Sargeson, Alan Skari, Teresa Wall-McDonald, and Linda Woods.

BOARD MEMBERS ABSENT: Kirk Hammerquist, Maureen Kenneally, Arlene Parisot, Gary Perry, and Karen Sullivan.

STAFF: Pam Watson, Chris Wilhelm, and Jessica Snyder.

GUESTS: Patty Nordlund, Dianne Lehm, Linda Beck, Jim Baker, Rebecca Engum, Robert Thornton, Cherelee Martin, Marcy Buster, Mike Nephew, Leslie DeWitt, Connie Kinsey, Nichole Jackson, Maggie Driscoll, Joan Toole, Tyler Phillip, Joel Stipcich, Roberta Stipcich, Rose Rice, Justin Bigart, Stephanie Bigart, Allyssa Townsend-Hadden, Deb Buxbaum, Elissa Mitchell, Jim Morton, Will Stubsten, Wolf Ametsbichler, Mike Shoquist, Jim Stipcich, Darla Joyner, Mary Berg, Suzanne Ferguson, and Leslie Duffy.

I. Call to Order

Chairman, Dan Miles, called the meeting to order at 1:00 p.m.

II. Welcome and Introductions

Chairman Miles welcomed Board members and guests. Pam Watson conducted roll call and reviewed the documents presented to the guests and board members. Chairman Miles asked for consensus from the Board to suspend the formal Roberts Rules of Order to encourage active and open discussion. The Board agreed through consensus.

III. Approve Agenda

Keith Kelly moved to approve the agenda and Dave Crum seconded the motion which carried unanimously.

IV. Approve Meeting Minutes- October 27-28, 2006

Dave Crum moved to approve the minutes of the October 27 and 28, 2005 meeting as written and Keith Kelly seconded the motion. The motion carried unanimously.

V. Desiree Taggart Memorial Awards Presentation

Chris Wilhelm announced the nominees and winners of the Desiree Taggart Memorial Awards. Department of Labor & Industry Commissioner, Keith Kelly, presented the certificates and awards on behalf of Governor Schweitzer who was unable to attend. The award provides an opportunity to publicly acknowledge outstanding businesses, programs, and individuals who participate in the public workforce development system. The awards are given in memory of Desiree Taggart, the first Director of Workforce Development in the Governor's Office of Economic Development. Desiree, who died in 2002, is remembered for her inspiring dedication to Montana's workforce development efforts, her abundant energy and willingness to go the extra mile, her inquisitive mind and creative solutions, her passion for quality and excellence in workforce development, and for fostering positive relations among workforce development professionals, businesses, and Montana's workforce.

Outstanding Business of the Year- Private Sector

Outstanding Business of the Year, Private Sector award recipient was Sage Spa Salon. Sage Spa Salon was nominated by both the Yellowstone Area System Community Management Team (CMT), and Julie Foster of the Montana Jobs Network. Sage Spa Salon is owned by Justin Bigart and Stephanie Orler.

Outstanding Business of the Year- Public Sector

Outstanding Business of the Year, Public Sector award recipient was the Student Assistance Foundation. The Student Assistance Foundation was nominated by Kelly Chapman, Executive Vice President of Foundation Activities for The Student Assistance Foundation.

Individual Workforce Development Achievement- Public Sector

Individual Workforce Development Achievement, Public Sector award recipient was Linda Beck of the Big Sky Economic Development Authority and Big Sky Economic Development Corporation. Linda, Director of Business Outreach and Recruitment for Big Sky Economic Development Authority, was nominated by Tom Frisby, Manager of the Billings Job Service Workforce Center. Also nominated for Individual Workforce Development Achievement, Public Sector was Ron Rides at the Door with the Montana Choice Program, Rocky Mountain Front Workforce Center. Nominated by Geri Baker, Manager of the Rocky Mountain Front Workforce Center.

Individual Workforce Development Achievement- Private Sector

The award for Individual Workforce Development Achievement, Private Sector was awarded to Liz Marchi of Montana West Economic Development. Liz was nominated by Lyle W. Phillips.

Also nominated for Individual Workforce Development Achievement were Norma Boetel and Tiffany Lach. Nominated by the Yellowstone Area CMT, Norma has been involved with the Montana Workforce System since the early 80's. Tiffany Lach was nominated by Stephanie Gray, a partner of the Yellowstone Area Workforce System. Tiffany is the General Manager at Borders Books

Outstanding Program- Public Sector

The award for Outstanding Program, Public Sector was awarded to the Bitterroot Workforce System Community Management Team (CMT). The Bitterroot Workforce System CMT was nominated by Patti Furniss, Manager of the Bitterroot Job Service Workforce Center. Ms. Wilhelm added that nominations for the 2006 Desiree Taggart Memorial Awards are due by May 31, 2006, and encouraged those in attendance to submit nominations. Nomination summaries for award recipients are available on the SWIB website at <http://boards.mt.gov/swib/>.

VI. Committee Reports

Executive Committee

Chairman Miles reported the Executive Committee met via conference call to discuss the Desiree Taggart Memorial Awards and make the recommendations to the Governor.

Apprenticeship Advisory Committee

Apprenticeship Committee Chair, Mike O'Neill reported the Apprenticeship Advisory Committee met on January 9, 2006 and heard a presentation from Mark Maki, Apprenticeship and Training Program Supervisor, regarding the history of the apprenticeship program in the state of Montana. The committee approved the mission statement that reads, "The Montana Apprenticeship Advisory Committee is committed to partnering with business, labor, and education to actively promote awareness of, and the benefits and successes of career opportunities in Registered Apprenticeable Occupations to foster the recruitment and retention thereof".

The Apprenticeship Advisory Committee scheduled their next meeting for March 16, 2006 at 10:00 a.m. in Helena to discuss the Washington State model for apprenticeship programs, linkages with

education, the Northwestern Energy project, and attend a tour of a training center.

Jody Messinger stated she wanted to make the committee members aware of the veteran's apprenticeship programs so efforts are not duplicated. It was discussed to add the veteran's apprenticeship programs to the agenda for the next meeting.

Workforce System Development Committee

Fred Sargeson, who served as Committee Chair in Mr. Lindsay's absence, reported on the Workforce System Development Committee meeting earlier in the day. Due to Arlene Parisot's absence, the committee was unable to hear about career clusters. Jody Messinger distributed a copy of the Montana High School Initiative. The Office of Public Instruction (OPI) is the lead agency on the project, and the initiative will result in a common language and a common direction for Montana high school education.

Ms. Watson gave a report on the Statewide MOU and the Consortium Agreement with One-Stop Partners. Ms. Watson also reported staff has been reviewing what options are available for the SWIB regarding the RFP process for services providers.

The Workforce System Committee approved the committee's charge and goals. The committee also approved duties and projects including looking at how other states are performing, looking at the workforce system as a whole, discussing what Native American initiatives are being pursued in other states, reviewing the WIA funding for the last ten years and the reasons for the decrease in the funds, researching the video conferencing capabilities for committee meetings, and staff will update the committee on the progress of the Integrated Performance Information (IPI) Project and the feasibility of Montana developing a data warehouse for tracking performance.

The committee scheduled the next meeting for March 9, 2006 at 1:00 p.m. via conference call.

One Stop Development Committee

Committee Chair Marty Copps reported the One Stop Development Committee also reviewed the Statewide Memorandum of Understanding and Consortium Agreement. The committee heard a report from Bill Haberman, Department of Labor and Industry, regarding the Key to Career Success Campaign Veteran's Initiative. The Key to Career Success campaign is designed to connect veterans with workforce services in their communities. The workforce centers will assist veterans in translating the valuable skills and training acquired during military service into civilian employment. Robert Thorton, United States Department of Labor of Industry, stated that employers are required to post a poster regarding a deployed soldier's right to return to their job upon returning home.

The committee approved the charge and goals, and adopted some projects to work on over the next year and scheduled a conference call for March 8, 2006 at 9:00 a.m.

Economic Development and Business Retention Committee

Mike Grove reported the Economic Development and Business Retention Committee received a report from the Research and Analysis Bureau. The Research and Analysis Bureau worked with the SWIB in the past by developing statistics regarding job projection to identify training needs and worked with individual board members with special requests for information. Research and Analysis is working on industry diversity studies, labor availability studies for new businesses coming into Montana, and studies are being done to report the number of graduates from the University System who remain in the state and track the graduates who left the state, and Research and Analysis is working on geo coding the state.

The committee also received information regarding the Department of Commerce's incumbent working training and economic development projects and the Governor's proposal for the Workforce Innovations in Regional Economic Development (WIRED) grant.

The committee approved the charge and goals, and adopted some projects to work on over the next year.

Chairman Miles called for Board and public comment. Tony Preite distributed the Department of Commerce's report regarding the incumbent worker training and economic development projects. After Board discussion, Mr. Preite expressed the importance of leveraging funds in making the projects successful, along with the cooperation between private and public agencies. He also stated workforce training is important during discussions regarding new businesses coming into Montana.

VII. Informational Items

Performance Measures

Kate Kahle, Department of Labor and Industry, reviewed performance measures for Montana's WIA Title 1B programs. Participants are served in several programs including, Adult, Dislocated Worker, Older Youth, Younger Youth, and National Emergency Grants. Performance is reported for participants in each of these programs. Data about a participant's progress is entered into MontanaWorks, a management information system; this data is used to report program performance to the United States Department of Labor, Employment and Training Administration (USDOL-ETA).

WIA core performance measures for Adult, Dislocated Worker, and Older Youth (ages 19-21 years of age), are entered employment rate, employment retention rate, six months earnings increase, and employment and credential rate. For Younger Youth (ages 14-18 years of age) skill attainment rate, attainment of a degree or certificate, placement in employment or education, and youth retention rate are measured.

Also collected is the customer satisfaction rate information which is collected using the weighted average of three questions regarding overall satisfaction. Customer satisfaction ratings are collected from WIA participants and employers providing on-the-job training or work experience for WIA participants.

Montana Department of Labor negotiates performance levels with USDOL-ETA each year. To meet performance, Montana's performance is required to fall within eighty percent of these negotiated levels for each measure except Customer Satisfaction. Montana is expected to meet negotiated performance levels for Customer Satisfaction.

Exclusions from performance are persons who are institutionalized, persons who are unable to continue due to health/medical or family care reasons, deceased, or reservists called to active duty.

Ms. Kahle reported Montana met or exceeded performance for all measures except the six month earnings increase for Dislocated Workers for the first quarter for Program Year 2005. Ms. Kahle stated staff will be watching performance closely.

Chairman Miles asked Ms. Kahle if there was an opportunity to serve youth who are not economically disadvantaged or at risk. Ms. Kahle referred the question to Connie Kinsey who stated WIA Law allows for five percent of participants who are not economically disadvantaged or at risk.

Ms. Watson stated with the transition to a statewide area, the SWIB will be responsible for performance and the staff of the Statewide Workforce Programs and Oversight Bureau, WIA Unit will track the performance levels and keep the SWIB informed.

The Board members asked for more information regarding how many participants are enrolled in the program and the average cost per participant. Ms. Kahle stated she would provide this information to the Board members the next day.

Single Statewide Planning Area - Transition Update

Gary Wright, Department of Labor and Industry, reported the Department set two goals for the transition. One was to keep the services to participants seamless. Second goal was to keep the transition seamless to service providers. The first step was to send out provider agreements between the state and the service providers. Secondly, a manual needed to be written consolidating the local and state manuals into one. The manual will be submitted to the full Board or Executive Committee for approval. A state driven data reporting system, MontanaWorks, has been established and service providers are using MontanaWorks to track services provided to participants. The amount of money for the remainder of the program year the state will be receiving from Montana Job Training Partnership, Inc. (MJTP) is still unknown because the state has to give MJTP sixty days to complete close outs. Mr. Wright commended MJTP on their cooperation with the state during the transition period and thanked the staff of the Department of Labor for their work through the transition period. Mr. Wright continued to report that the SWIB has accrued additional staff but the state is moving cautiously in hopes of keeping administrative costs at a minimum.

Kathy Yankoff, WIA Supervisor, reported that the unit completed the agreements with all of the service providers for a total of thirty-six contracts. The consolidated policy manual that Mr. Wright referred to will be posted for a thirty day comment period upon staff review before action can be taken. Ms. Yankoff continued to report that representatives from USDOL will be providing technical assistance training for local service providers in March. There will be two training sessions, one in Billings and one in Missoula. The service providers will only have to attend the training session in their area. Also included in the training session will be the policy manual and MontanaWorks.

Ms. Yankoff introduced the WIA Unit staff; Connie Kinsey, Suzanne Ferguson, Kate Kahle, Sue Butler, Leslie Duffy, and Jim Hill who is filling a temporary position to assist with the transition. Chairman Miles asked SWIB members be notified about the technical assistance training.

Joan Miles moved for the SWIB to send a letter of appreciation to MJTP for all of their cooperation during transition and Marty Copps seconded the motion which carried unanimously.

Ms. Watson updated the Board on the status of the statewide SWIB Memorandum of Understanding, and a Consortium Agreement of One-Stop partners. The SWIB is required to have a signed MOU with all seventeen mandatory system partners as defined in WIA law, including Title 1B programs, Vocational Rehabilitation, Veterans, Job Corps, Adult Basic Education, and the Section 166 grantees, and many others. The intent of the MOU is to ensure cooperation among partners and coordinate the services for participants in the system. Based on comments received on the draft MOU, SWIB staff will re-draft the MOU and provide to mandatory partners for final review. A signing ceremony will be planned for a date in March.

Ms. Watson reviewed the Consortium Agreement With One-Stop Partners. The Consortium Agreement states each agency will coordinate their services and no extra funding is provided through the agreement. The agreement is a document constructed by the State Agency Management Team for Workforce Development, and WIA law requires operators to have a consortium of three mandatory partners. The agreement could be used by the Community Management Teams (CMTs) to be submitted with the application for certification of as a One-Stop.

Chairman Miles added that the MOU will be brought to the Executive Committee for approval on behalf of the SWIB and thanked the members of the task force for their assistance. Board members and guests asked questions regarding the funding for the 166 grantees. Mr. Wright stated that he would provide those figures for the Board when it reconvenes the next day. Jeff Rupp asked about the relationship of Migrant and Seasonal Farm Workers in the workforce development programs. Ms. Watson stated the Migrant and Seasonal Farm Workers program is a mandatory partner and the Department of Labor and Industry is the signor but cautioned the SWIB members that funding cannot be transferred across funding streams. Chairman Miles added the SWIB has a

responsibility to the overall workforce training across the state of Montana and to ensure that the Consortium Agreement and MOU coordination is really happening. Teresa Wall-McDonald cautioned the SWIB that though it is good to know what money and programs are available, each tribe is declared as a service area and prioritizes who they are going to serve. Commissioner Kelly added that money is short across the state in all programs, which is why cooperation and eliminating duplication of services is so important.

Ms. Watson continued to report that also due to the transition, the SWIB is required to establish a Youth Council. Ms. Watson stated Jessica Snyder sent letters out to WIA youth service providers and other youth agencies requesting nominations or applications for the Youth Council. A list of nominations and applications has been submitted to Chairman Miles. The chair of the SWIB appoints the Youth Council with the Governor's approval.

Ms. Watson stated that staff has been reviewing what options are available for the SWIB regarding the RFP process for service providers. The SWIB is responsible for the RFP for the Adult, Dislocated Worker, and Youth service providers.

SHARE Network

Kathy Yankoff reported that although it is not required by WIA Law, it is encouraged to develop a community resource directory. Montana developed a statewide, web based community resource guide that was cumbersome and difficult to manage so the responsibility of gathering information for a community resource directory has been the responsibility of the Community Management Teams (CMTs). The CMTs have been publishing their own community resource directories that vary in format and detail. Though the community resource directories are great for the local level, it does not meet the intent of the statewide, web based resource directory. The Department recently began researching a new method to develop the statewide directory and Montana has been selected by USDOL to develop the SHARE network initiative. The purpose to the initiative is to enhance customer access to information and services offered by workforce development and faith based and community organizations. This can be done two ways; by increasing the information on a web based resource directory, or by increasing the access points to the One-Stop workforce delivery system. USDOL will give Montana access to the SHARE network staff, vendors and directories for two years at no cost to assist the Department of Labor and Industry. After the two years, the State may retrieve the information from the directory and develop its own tool or continue to use the SHARE Network. At that time, the SWIB may need to assist financially to the support of the directory.

Jim Morton, Executive Director of Human Resource Council that serves Missoula and Mineral counties, stated the HRC provides a database for the 211, a number reserved for the FCC. Montana has four call centers, Missoula, Great Falls, Kalispell, and Bozeman. Senate Bill 428 will incorporate all of Montana counties into the database. The database is a network of social service organizations throughout the state of Montana. Jim welcomed the SWIB to gather information regarding the 211 database to avoid duplication of services. Kathy Yankoff indicated she would be in touch with Mr. Morton to work with the SHARE Network initiative.

WIRED Grant

Emily Lipp-Sirota, Governor's Office of Economic Opportunity, reported only Governor's could submit a proposal for the Workforce Innovations in Regional Economic Development (WIRED) grant. The proposal was written with a focus on Eastern and Central Montana counties that were agricultural based with an emphasis on the development of a bio-lubricant industry. The award for the grant would be announced at the end of January or beginning of February. Governor Schweitzer designated the SWIB and staff of the Department of Labor and Industry to be the fiscal agent, if the grant is awarded to Montana.

Chairman Miles asked what the Governor envisioned doing with the money if Montana is awarded the grant. Emily stated the biolubricant and bioproduct industry is innovative and creates higher paying

jobs and could lead to other agricultural opportunities for Montana. John Beaudry asked how many jobs would be associated with the grant. Ms. Sirota stated she believed it was estimated to be three to five hundred jobs over a three year period.

With no further business, Chairman Miles recessed the SWIB at 4:15 p.m. until 9:00 a.m. on January 20, 2006.

January 20, 2006

MEMBERS PRESENT: Chair Dan Miles, Vice-Chair Marty Copps, John Beaudry, Arlene Becker, Dave Crum, Thomas Curry, Michael DesRosier, Georgia Gibbs-Atkinson, Mike Grove, Kirk Hammerquist, Jacquie Helt, Llew Jones, Julie Jordan, Keith Kelly, Lane Larson, Robbe Lindsay, Jody Messinger, Rodney Miller, Mike O'Neill, Tony Preite, Jeff Rupp, Fred Sargeson, Alan Skari, and Linda Woods.

MEMBERS ABSENT: Evan Barrett, Maureen Kenneally, Joan Miles, Arlene Parisot, Gary Perry, John Prinkki, Gail Richardson, and Karen Sullivan.

STAFF: Pam Watson, Chris Wilhelm, and Jessica Snyder.

GUESTS: Cherelee Martin, Maggie Driscoll, Patty Nordlund, Dianne Lehm, Rebecca Engum, Annette Miller, Mike Nephew, Nichole Jackson, Mike Shoquist, Sheila Hogan, Marcy Buster, Roxane Gibbs, Suzanne Ferguson, Linda Moodry, Mary Berg, Linda Beck, Robert Thornton, Jim Baker, Al Ekblad, Becky Bird, Wolf Ametsbichler, Leslie DeWitt, Rebecca Riedl, and Alyssa Townsend-Hadden.

Chairman Miles reconvened the SWIB meeting at 9:05 a.m. and asked for roll call.

Kate Kahle and Gary Wright presented the additional information requested from the Board the day before. The information presented included how many participants are enrolled in the Adult, Dislocated Worker and Youth programs, the cost per participant, and amount of money each tribe receives of Section 166 funds.

VIII. Discussion Items

Youth Council

Connie Kinsey reported the Workforce Investment Act of 1998 mandated the establishment of Youth Councils and created a unique opportunity for workforce investment boards to create a team of community leaders to develop strategies that target at-risk youth, especially out-of-school, at-risk youth. Montana had two youth councils, the Balance of State and Concentrated Employment Program. When Montana went to a single statewide planning area and the SWIB assumed the responsibilities for the state, the requirement of having two youth councils no longer applied but a statewide youth council is still necessary.

Ms. Kinsey continued to explain that a youth council is a subgroup within the workforce investment board and is not an independent body. Members of the youth council who are not members of the SWIB will be voting members of the youth council but not members of the SWIB. Membership of the youth council includes members of the SWIB with special interest or expertise in youth policy, representatives of youth service agencies, including juvenile justice and local law enforcement agencies, representatives of local public housing authorities, parents of eligible youth seeking assistance, individuals including former participants and representatives of organizations that have experience relating to youth activities, representatives of Job Corps, and may include such other individual as the chair of the Board, in cooperation with the Governor, determines to be appropriate.

Ms. Kinsey stated the duties of the youth council include developing portions of the state plan relating to eligible youth, as determined by the Chair of the Board, recommending eligible providers of youth activities to be awarded grants or contracts on a competitive basis, conducting oversight with respect to the eligible providers of youth activities in the statewide planning area, and other duties determined appropriate by the Chair of the Board. Any action taken by the youth council needs to be brought to the full SWIB for final action. Although WIA only requires that youth councils be established and serve in an advisory capacity to the SWIB on WIA youth related issues, the SWIB has the opportunity to empower the youth council and use it as the mechanism to carry out important functions in connection with youth activities. Ms. Kinsey outlined some opportunities the youth council:

- Oversee the planning process
- Determine needs and gaps
- Have a working knowledge of how WIA Youth funds should be spent and potentially reallocate and tap new resources
- Recommend service providers and programs that pass careful scrutiny
- Monitor outcomes to assure that youth are aware of better and more opportunities; and
- Build relationships that could lay the ground work for a collaborative infrastructure to support a viable system of connections that would have the potential for addressing not just WIA youth but statewide youth issues

Ms. Kinsey continued her report stating the Board's delegation of certain responsibilities to the youth council could be a good time management decision for the Board that will allow the Board and its committee to focus on other workforce issues while the youth council can focus on a comprehensive youth delivery system.

Currently within the State there is a team of individuals with an interest in youth issues at both the State and community level that are working on a shared youth vision and strategies for a collaborative approach within Montana to serve out-of-school and at-risk youth under WIA, youth in or exiting foster care and juvenile offenders. The State Workforce Investment Board, in Montana's strategic plan, says that it will work with this team to collaborate and develop strategies for implementation. Two individuals on that team have been nominated and hopefully will accept appointment to the Statewide Youth Council. This will be a natural connection between the Youth Council and the team working on the shared vision for a collaborative approach has a great potential for providing coordinated youth services and an integrated delivery system.

Rodney Miller stated that he would like to see a representative from each of the Section 166 grantees on the statewide youth council in order to build connections and partnerships between the reservations' and the state's youth programs. Chairman Miles asked staff to solicit the Section 166 grantees for youth council nominations. Jody Messinger asked for all SWIB members to receive a nomination form. Chairman Miles agreed and asked SWIB members to inform staff if any members would like to serve on the youth council.

RFP Process

Mr. Wright informed the SWIB that staff is currently waiting for written confirmation from USDOL allowing the State not to procure for service providers this program year. The workforce system is operating under the local board's RFP and if USDOL allows the State to wait a year, the State can develop a RFP process that would minimize competition among partner agencies and encourage the partnerships to submit a joint proposal. Mr. Wright continued to report that the service providers have always done a great job providing services to participants.

Lane Larson stated the possibility of not having to RFP for providers this year would allow the SWIB and system settle into the new statewide planning area structure. Chairman Miles stated the SWIB Executive Committee would be working with the staff during the interim between meetings.

IX. Action Items

Adopt Board Operating Procedures

Chairman Miles asked if there were other rules of order other than Roberts Rules of Order that would allow for more flexibility for comment and discussion. Ms. Watson stated that staff will research into other possibilities. Pam added that upon appointment of the youth council, Article Ten would need to be revised.

Senator Larson moved to approve the Operating Rules for Conducting Business as written, Jody Messinger seconded the motion which carried unanimously.

Next Meeting Dates

The SWIB established the next meetings to be held May 11-12, 2006 and then a meeting to be held in conjunction with the Governor's Labor Day Report. In between meetings, the SWIB members directed staff to produce an electronic newsletter to be distributed monthly to include work of the committees and updates regarding the MOU and Consortium Agreement.

X. Adjourn

With no further business, Chairman Miles adjourned the meeting at 12:00 p.m.

Dan Miles, Chairman

Date